

# JOINT DIVERSITY EXECUTIVE COUNCIL MEETING

## Minutes

Friday, 4 August 2017, 1400 hours MDT/1500 hours CDT  
AGO Conference Room/ANG Joe Foss Field VTC

### 1. Roll Call of Participants:

|              |                |             |
|--------------|----------------|-------------|
| BG Croymans  | Brig Gen Walz  | MAJ Huxford |
| LTC Sewell   | SMSgt Langloss | COL Ward    |
| LTC Jacobson | CPT Jerzak     | SGM Albers  |

### 2. Opening Comments/National JDEC Update –MG Reisch – TDY – No Comments

### 3. Army Diversity Council Report – BG Croymans

- 34% of total army accessions are within minority groups
- Goal 1: Amber- working on more females to go into higher ranks, ways to motivate them is to offer college and leadership positions. Hopping to get green next year. Diversify boards.
- Goal 2: Green, no change, leadership has done a great job letting leadership roles know about the leadership strategic plan with diversity.
- Goal 3: Green, partnerships with different entities helps with this goal.
- Goal 4: Amber- have been working on the NCO side by having diversity meetings, along with creating an officer mentorship program. Mid-winter the program should be revised.
- Additional comments/concerns
  - o Recruiting trends- lost 55 Native Americans.
    - In recent discharge paper work 11 out of 12 were Native Americans
    - A common trend was when they went AWOL 2-3 times there was a loss of communication
    - CW4 Whites idea was to have a very serious counseling, laying out what will happen if they keep going AWOL, is thought to be most effective.
  - o Mr. YellowRobe gave a presentation about suicide in the Native American culture, it was received very well.
    - Want to bring him back to use his talents for future topics.
  - o Golden Coyote cultural event went very well. Had a bunch of cultural things to do such as making dream catchers, powwow, etc.
    - Looking at doing another one in the future, but need to separate the KNBN picnic so that people do not feel rushed to get everything done and KNBN doesn't feel imposed on.
- Quarterly Plan for Counsel -
  - o 1<sup>st</sup> Qtr – Combined event with Native American day & Veterans Day
  - o 2<sup>nd</sup> Qtr - dining out/Ldrs conference/guess speaker (whoever is available)
  - o 3<sup>rd</sup> - Cinco de Mayo event/Past Latin American Festival event was well received but need some brochures in Spanish for recruiting.
  - o 4th - Commander/1SG classes to teach about the tools available for them to use. Survey focus.

- Sub Community created for awards – to avoid last minute submissions. This year we want to get the dates of when their due and put them on share point for everyone to see.

#### **4. Air Diversity Council Report – Brig Gen Walz**

- Diversity numbers- females are at 22.5%. Females have been going into male dominated shops. One of the reasons why it is growing because one female draws other female's in. Also advertising in woman's magazines, and portraying to their interests has helped.
- Sadly there is a down tick in non-white males.
- 30,000 dollars was given to the Air Guard recruiting.
- Goal 1: Amber
  - o Baseline- 50 mile circle around Sioux Falls is well established.
  - o Goal is to increase representation in all groups with no specific or divine time.
  - o Need to do more Climate Surveys.
  - o Baseline in diversity in school systems is a barrier. Greatest minority is historically low.
    - Access to schools will take time
    - Descending order is African American, Spanish, and then Native Americans
    - It will take a while to get to 50%
      - o SMSgt Langloss
        - Not a lot of targeting, but are putting adds in the magazines, volleyball, and with sports.
        - Mr. Nobel, Sioux Falls school POC, trying to get meeting set up and to work diligently with him.
- Goal 2: Green
  - o Leadership is engaged in this subject, TAG has 4 priorities, and the two most important ones are diversity and inclusion.
- Goal 3: Amber
  - o Represented at regional, and national work with multicultural center or higher education centers.
  - o Demographic opportunities such as fly overs, fairs, parades, and much more.
  - o Training options- produce values for thoughts
  - o HRA needs to focus more on internal cultural events.
- Goal 4: Green
  - o Mentorship with enlisted is going well.
  - o There are five female Chiefs. Both the wing and state chiefs are female and 1 O6 female.
  - o That makes up 20%
- Overview continue- overall amber.
- Additional comments/concerns.
  - o F-16 Fly over of the Sisseton Powwow was a major community event. Sisseton Native American community is very proud of their military heritage, the fly-by was a perfect part of the program.

#### **5. Current Status – CPT Jerzak**

- Goal 1 is amber
- Goal 2, 3, and 4 are green
- We will make the color adjustments as discuss by BG Croymans and re-evaluate the overall assessment.

## **6. Additional Comments- CPT Jerzak**

- Updated the council appointment memo and will be sending that out. Let her know of any changes.
- Couple attachments are in the Email- NGB published a new Diversity and Inclusion Strategic plan 1JUN17. We will update the metrics/chicklet chart starting in January with any changes from NG. TAG checklist looks the same on page 15.
- JDEC National leaders Guide- great information on the diversity counsel, and to see future goals.
- Diversity is under an executive order which makes it optional. ODMEIO is pulling the Affirmative Action law over to their programs and this puts law behind Diversity & Inclusion. More to come.
- DEOMI is modifying and reducing the FY-17 DEOCS survey by 40% to make it much shorter. The briefing was sent to the council members. Individual soldier/airman emails will be required and this increases the administrative side of submitting surveys.
- 26<sup>th</sup> Aug Women's Equality Day
- 15<sup>th</sup> Sep. - 15<sup>th</sup> Oct. Hispanic Heritage Month
- 1<sup>st</sup> – 31<sup>st</sup> of October Disability Awareness Month
- 1<sup>st</sup> – 30<sup>th</sup> November is Native American Heritage Month

## **7. Next Recommended Meeting**

- November 5<sup>th</sup>, Sunday 1000 MT/1100 CT - this will cover FY17 roll up and 4<sup>th</sup> Quarter Data

## **8. Closing Comments**

- No closing comments.